

# NEW BEGINNINGS

## **Introduction to the DoD Performance Management and Appraisal Program (DPMAP)**



Leadership SERVICE Pride readiness  
NEW WORKFORCE PLANNING  
Ownership  
BEGINNINGS Supervisor Performance  
communication  
hiring Guides  
FOCUS  
EXCELLENCE accountability MENTORING  
tools mission Teamwork  
PERFORMANCE Commitment  
Rewards training

# Lesson 1: Performance Management Overview

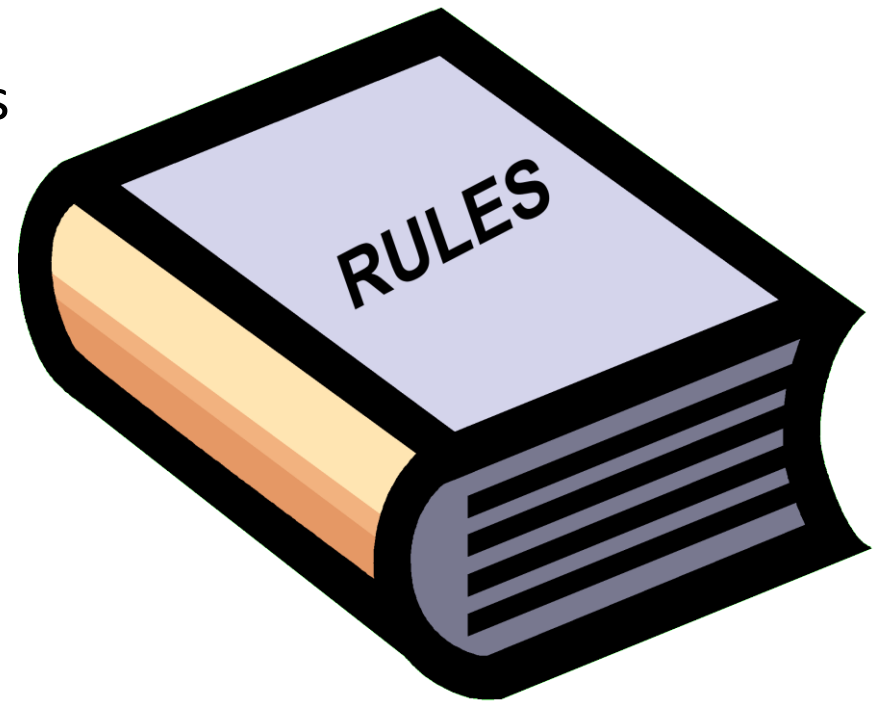
➤ Please share your:

- Name
- Current position
- Location
- Experience in performance management
- Burning questions

- Start and end times for the class
- Timing of breaks
- Timing of lunch
- Smoking area
- Location of bathrooms
- Location of emergency exits
- Mobile devices
- Parking Lot



- Participate
- Share experiences
- Respect divergent opinions
- Ask questions
- Avoid private side conversations
- Honor time commitments



➤ 2 - day course

➤ 7 Lessons

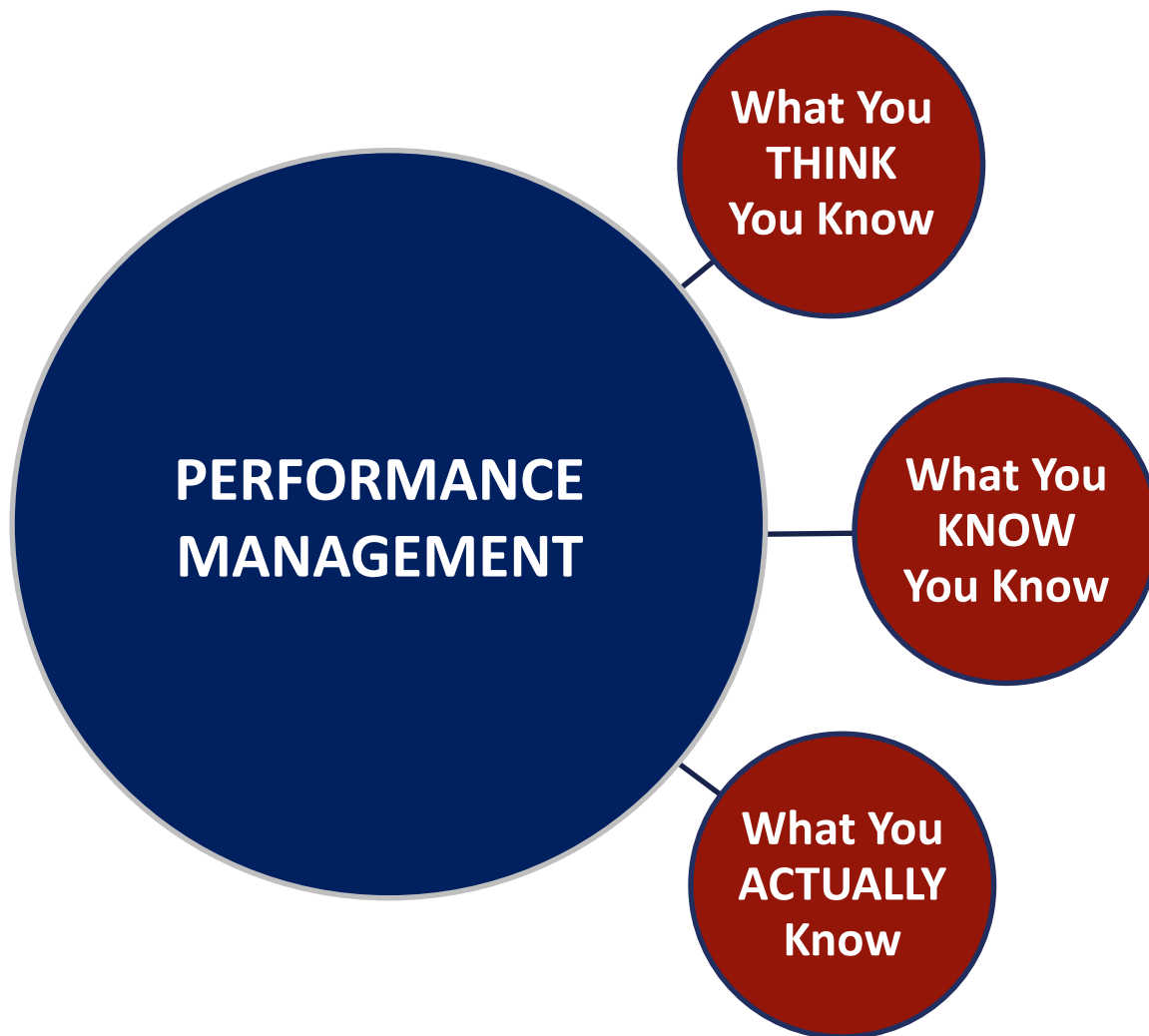
- ☐ Lesson 1 Performance Management Overview
- ☐ Lesson 2 Engaged Employees
- ☐ Lesson 3 Planning Performance
- ☐ Lesson 4 Continuous Feedback
- ☐ Lesson 5 Monitoring Performance
- ☐ Lesson 6 Evaluating Performance
- ☐ Lesson 7 Recognizing and Rewarding Performance

Upon completion of this lesson, you will be able to:

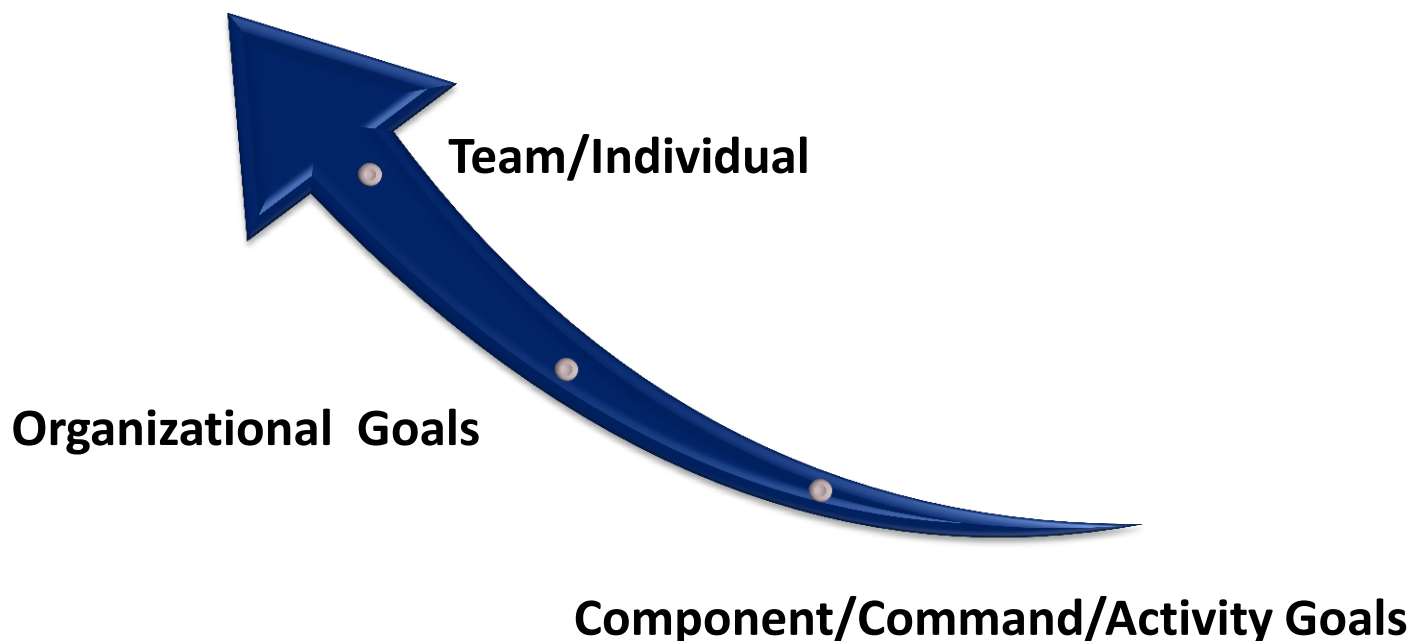
- Describe the relationship between performance management and the Department of Defense (DoD) mission and core values
- Identify key performance management roles and responsibilities
- Recognize significant performance management features
- Characterize the DoD performance management model



## What Do You Know About Performance Management?



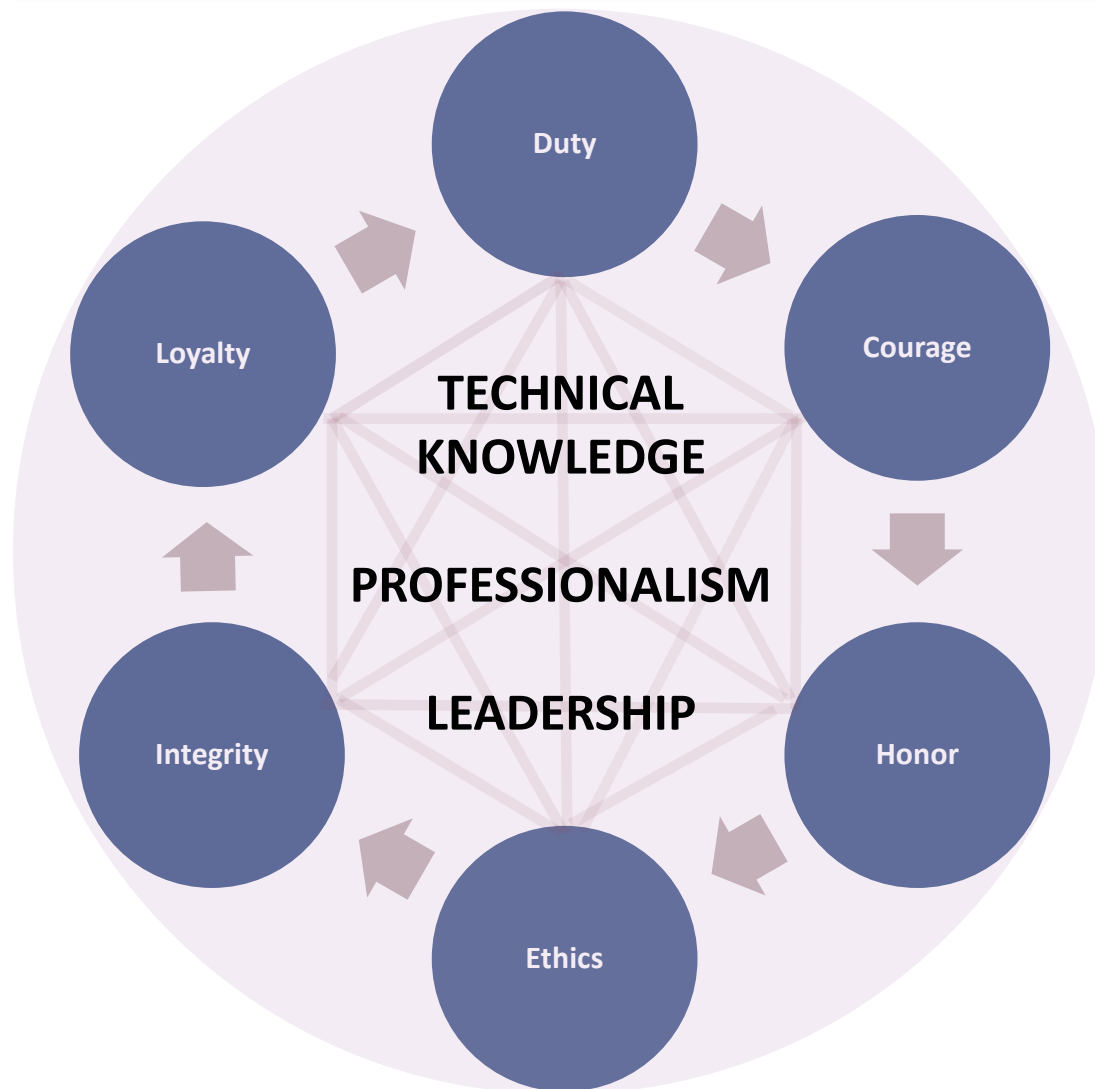
## **DoD Strategic Mission/Goals**



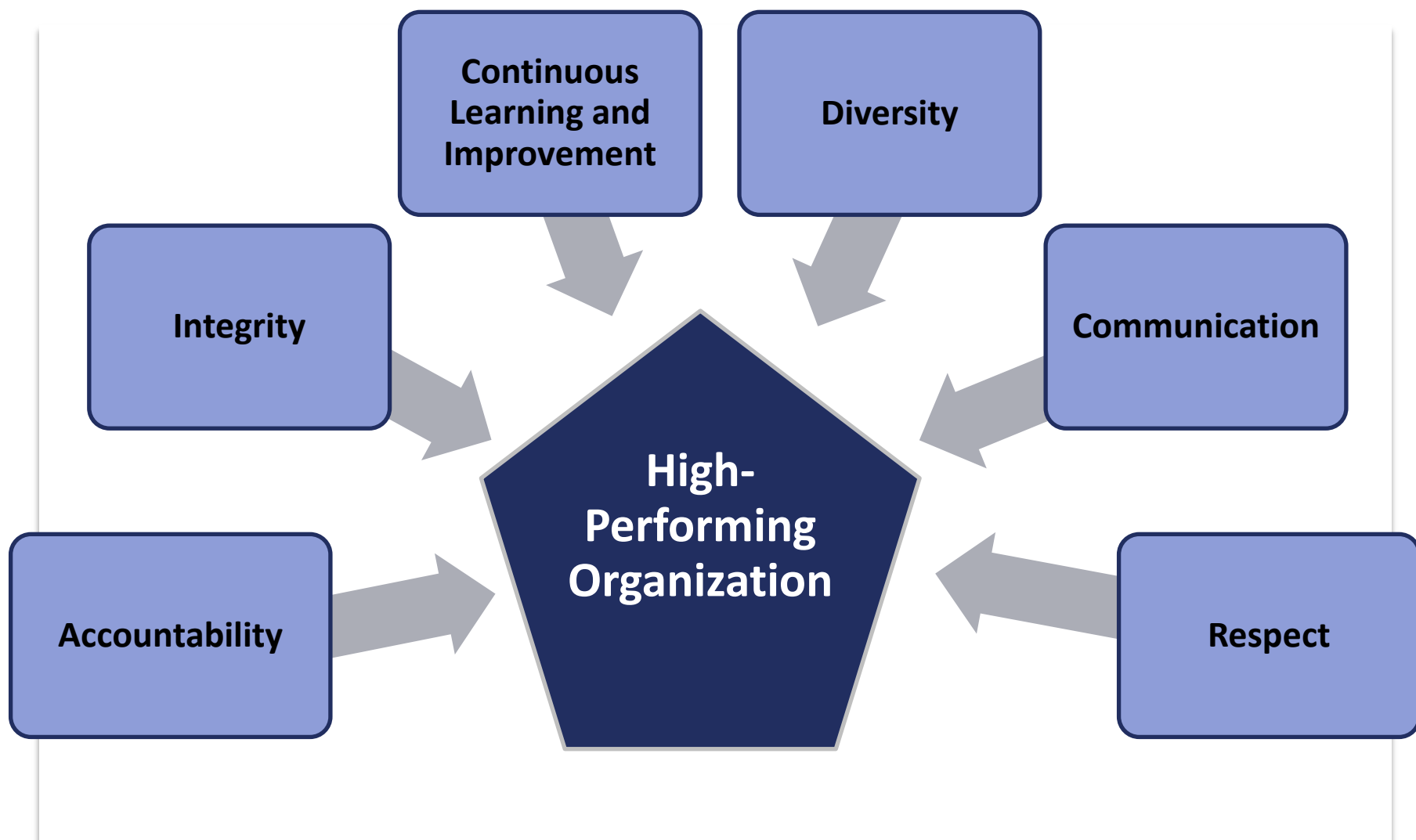
- DoD engaged with labor representatives through the DoD Roundtable
  - Unions holding National Consultation Rights (NCR) under the Labor Relations Statute participated in the development of the DoD Performance Management and Appraisal Program with senior DoD leadership
- Nothing in DPMAP changes the rights of employees, unions, or management
- How the program is implemented may be guided by the collective bargaining agreement (CBA)
  - Depending on the procedures contained in the CBA, bargaining may be required prior to local implementation of the program
- Consult your local Human Resources (HR) Labor & Employee Relations office for collective bargaining guidance

- Performance Management is the systematic process by which an Agency involves its employees, as individuals and members of a group, in improving organizational effectiveness in the accomplishment of Agency mission and goals. (5 CFR §430.102)
  
- Performance management is:
  - **Planning** work and setting expectations
  - **Monitoring** performance continually
  - **Evaluating** performance in a summary fashion
  - **Recognizing and rewarding** good performance

## DoD Core Values



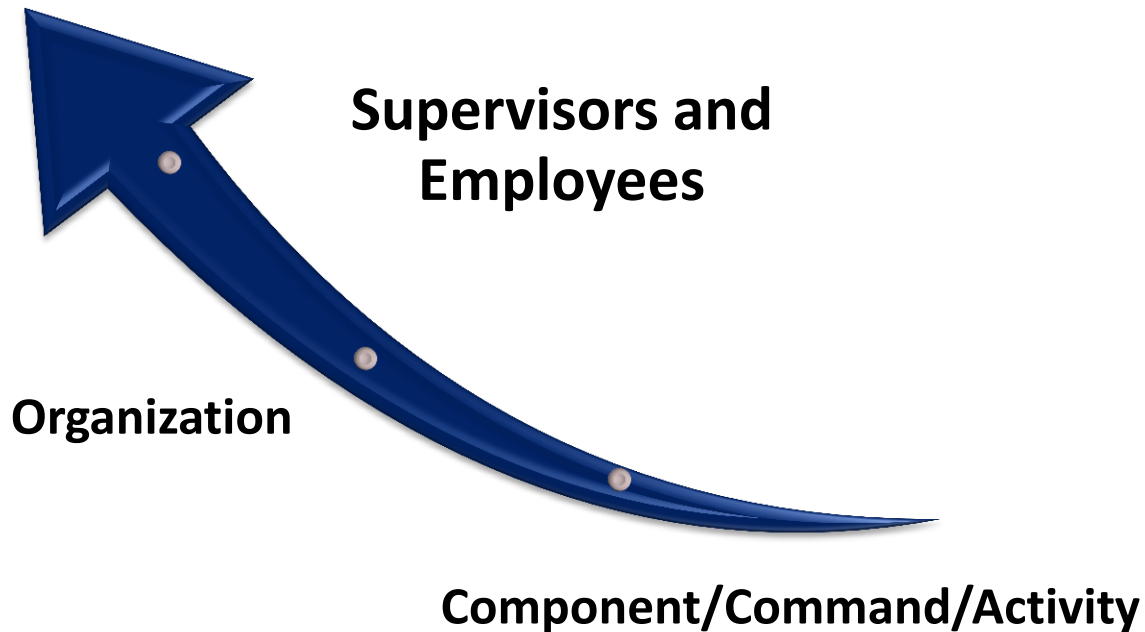
## High-Performing Organizations



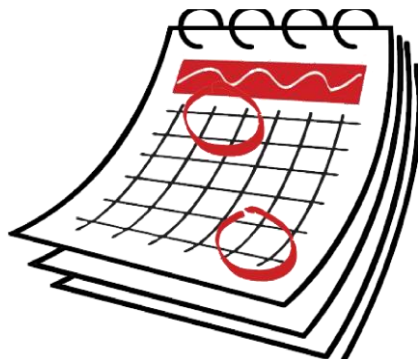
## Key Performance Management Levels

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**DoD  
Mission**



## Key Performance Management Features



<b>5</b>
<b>3</b>
<b>1</b>

### Performance Appraisal Cycle

**April 01  
through  
March 31**

**Minimum of  
THREE  
Performance  
Discussions are  
*Required*  
BUT MORE  
RECOMMENDED**

### Three-Level Rating Pattern

**Outstanding (5)  
Fully Successful (3)  
Unacceptable (1)**



## Key Performance Management Features



Continuous  
Recognition  
and Rewards



Fosters Cultural  
and Attitudinal  
Change



Automated  
Performance  
Appraisal Tool

## DoD Performance Management Model



You should now be able to:

- Describe the relationship between performance management and the Department of Defense (DoD) mission and core values
- Identify key performance management roles and responsibilities
- Recognize significant performance management features
- Characterize the DoD performance management model

➤ Are there any questions?



## Additional Resources

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- National Defense Authorization Act for Fiscal Year 2010, *Section 1113(d)* DODI 1400.25, Volume 410, *DoD Civilian Personnel Management System: Training, Education, and Professional Development*.
- DODI 1400.25, Volume 431, *DoD Civilian Personnel Management System: Performance Management and Appraisal Program*.
- DODI 1400.25, Volume 451, *DoD Civilian Personnel Management System: Awards*.
- DCPAS Resources and References web site:  
<https://www.cpms.osd.mil/Subpage/NewBeginnings/ResourcesReferences/>
- DCPAS HR Toolkit:  
<https://dodhrinfo.cpms.osd.mil/Directorates/HROPS/Labor-and-Employee-Relations/Performance-Management/Pages/PM-Guides-TipSheets-Checklists.aspx>
- DCPAS LERD web site  
<https://dodhrinfo.cpms.osd.mil/Directorates/HROPS/Labor-and-Employee-Relations/Pages/Home1.aspx>
- Corporate Leadership Council. *Building the High-Performance Workforce: A Quantitative Analysis of the Effectiveness of Performance Management Strategies* (Washington D.C.: Corporate Executive Board, 2002)